



Endon High School Equality Duty

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

The law requires us to do some specific duties to demonstrate how we meet the general duties. These are to publish equality information in order to demonstrate compliance with the general duty across its functions and to prepare and publish equality objectives. **(We will not publish any information that can specifically identify any child.)**

Objective	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Anticipated success indicators
Publish and promote the Equality Plan through the school website and staff meetings.	Through correspondence and communications.	Headteacher	Equality Plan is agreed by governing body June 2014	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Plan as published on school website.
Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	Headteacher / Governing body	Annually in September	Analysis of teacher assessments / annual data (SISRA/Raiseonline) demonstrates the gap is narrowing for equality groups
Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender	Increase in pupils' participation, confidence and achievement levels	Led through PSHE curriculum (L4L sessions, assemblies, Flexible Learning	Sept 2013-June 2015	Notable increase in participation and confidence of targeted groups

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and disability.		Days)		
Recognise and represent the talents of disabled pupils in Gifted and Talented programmes, and ensure representation on the programmes fully reflects the school population in terms of race and gender.	Gifted and Talented register monitored by race, gender and disability	G&T co-ordinator	Annually	Analysis of the Gifted and Talented register indicates it reflects the school's diversity
Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE	Headteacher	Annually	Diversity is reflected in school displays across all year groups
Identify, respond and report racist incidents. Report the figures to the Governing body / Local Authority on a termly basis.	Headteacher / Governing body will use the data to assess the impact of the school's response to incidents.	Headteacher / Governing body	Reporting: as per LA deadlines	Teaching staff/LT are aware of and respond to racist incidents as required.
Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities.	PSHE assessments/Assemblies/enrichment days	DTL PSHE, RE and LT	Through monthly newsletters	Increased awareness of different communities shown in PSHE assessments and enrichment day feedback

Approved by Governing Body: May 2014.

Date of next Review: May 2017.